



**SAINT VINCENT AND THE GRENADINES
DEPARTMENT OF LABOUR**

**STATISTICAL REPORT
2007-2008**

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PREFACE

This statistical report for the years 2007 and 2008 was sourced mainly within the department. These units are:

- ❖ Policy and Labour Relations Unit
- ❖ Employment and Training Unit
- ❖ Labour Inspectorate Unit
- ❖ Standards and Labour Market Unit

In addition, data was also collected from the National Insurance services (NIS) and the trade unions.

OVERVIEW OF THE YEARS 2007 AND 2008

For the period under review the Department has embarked on a Labour Market Information System Project (LMIS) with technical support from the International Labour Organization (ILO) Subregional office Trinidad and Tobago. This project would be implemented in three phases.

Phase I: Project design, consultation with stakeholders, identification of funding sources and design of methodology has been completed.

Phase II: Review of labour Administration procedures, design of information system, software development recruitment and training. This phase should be completed by the first half of 2009.

Phase III: Survey, design, data collection and processing, training etc to be completed by the end of 2009.

The number of job seekers that were registered by the Employment Service Unit showed an increase of – sixteen percent (16%) when compared to the 2007 figures. The unit has continued with its job search programme for graduates of secondary schools throughout the state.

The decline of nineteen percent (19%) of individual complaints lodged at the department is an indication that employers are complying with the wages regulation and the legal provision under the Protection of Employment Act NO 20 of 2003 with regards to unfair dismissals.

The Department has been engaged in regular ongoing dialogue with the social partners. As a result the Industrial Relations climate remained relatively peaceful for the period under review.

EMPLOYMENT AND TRAINING

Registration and Placement.

There was an increase of sixteen percent (16%) percent in the registration of job seekers for 2008 over the 2007 corresponding period. The registration of job seekers continues to be dominated by females with eighty-five percent (85%) of the total number. In 2008 Sixty-four percent (64%) of all job seekers were registered for domestic work, which shows an increase of thirty-eight percent (38%) over the 2007 period.

As was the case in 2007, the highest percentage of female job seekers in 2008 was in the 20-24 age range, which was followed by the 40-44 age range.

There have been increases in the number of job seekers from all educational levels except one. Primary level registrants had the largest percentage increase of seventeen percent (17%) in 2008 compared with 2007, whereas secondary level registrants dropped by seventeen percent (3%) during the same period.

There has been a steady increase over the last three years of registrants who chose not to indicate their education level.

Table 1: Job seekers registration by occupation (2007-08)

Occupation	2007	2008
Maid, Related Housekeeping and Service Workers	45	62
Office Attendants	09	05
Driver	-	02
Shop Assistants and related workers	05	04
Clerical/Typists	13	11
Cooks, Waiters, Bartenders and related workers	06	08
Security Guards	02	-
Agricultural Workers	01	-
Construction	02	03
Electrician	01	02
Total	84	97

Source: Labour Department Employment Unit

Table 2: Registration by age group (2007-08)

Age Group	2007			2008		
	Male	Female	Total	Male	Female	Total
15-19	01	02	03	01	02	03
20-24	04	13	17	02	18	20
25-29	01	11	12	05	10	15
30-34	-	13	13	03	10	13
35-39	-	09	09	01	09	10
40-44	-	13	13	-	16	16
45-49	-	06	06	01	10	11
50-54	-	03	03	-	02	02
55-59	-	04	04	-	03	03
60 and over	01	01	02	01	01	02
Age not stated	-	02	02	01	01	02
Total	07	77	84	15	82	97

Source: Labour Department Employment Unit

Table 3: Registration by education level (2007-08)

Level	2007			2008		
	Male	Female	Total	Male	Female	Total
Primary	02	33	35	04	44	48
Secondary	05	35	40	09	30	39
Tertiary	-	04	04	-	5	5
Not mentioned	-	05	05	2	3	5
Total	07	77	84	15	82	97

Fig.1: Registration by educational level (2007-08)

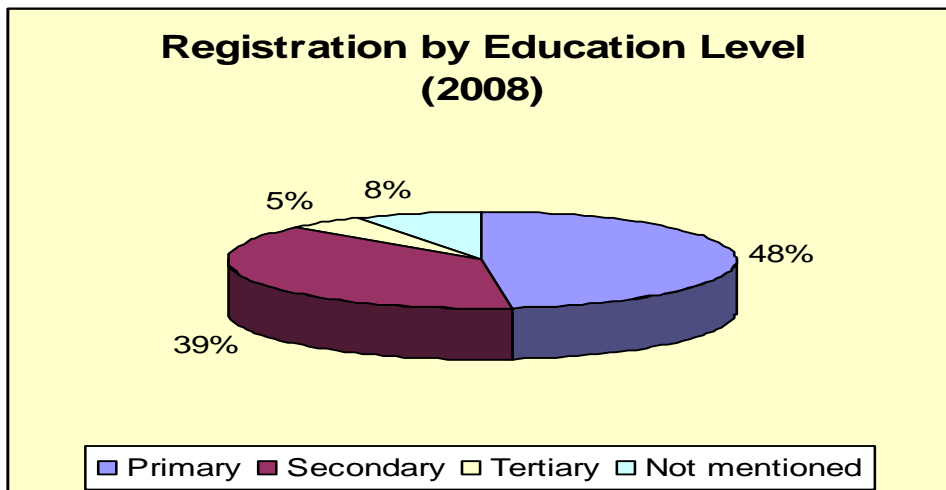
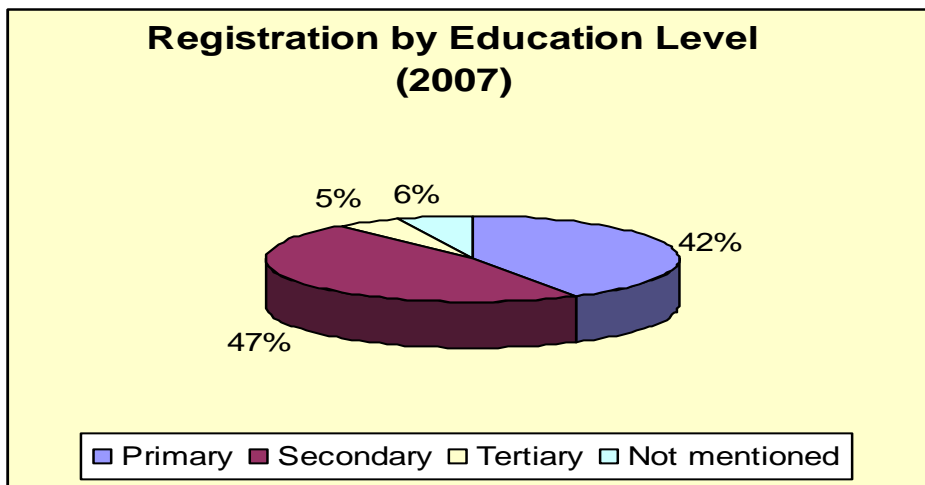


Table 4: Registration by sex and experience (2007-08)

Experience	2007			2008		
	Male	Female	Total	Male	Female	Total
Previous working experience	06	74	80	14	75	89
Never worked before	01	03	04	01	07	08
Total	07	77	84	15	82	97

Fig.2: Registration by sex and experience (2007-08)

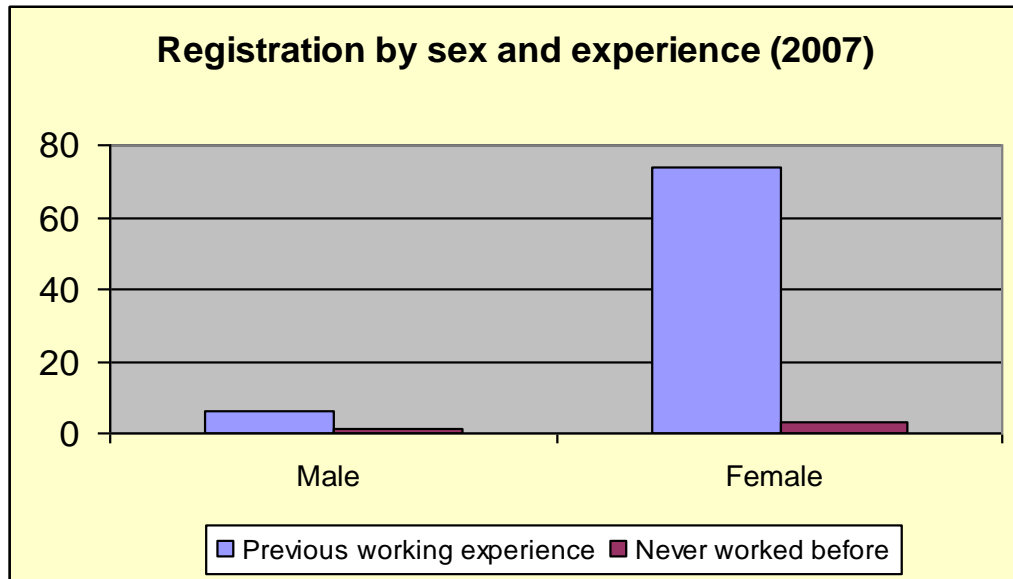


Table 4: shows that registration of female job seekers was significantly higher than their male counterparts. In 2008 the total registration increased by seven percent (7%) from 2007.

Over ninety percent (90%) of all registrants in both 2007 and 2008 had previous working experience.

Registration by Sex and Experience 2008

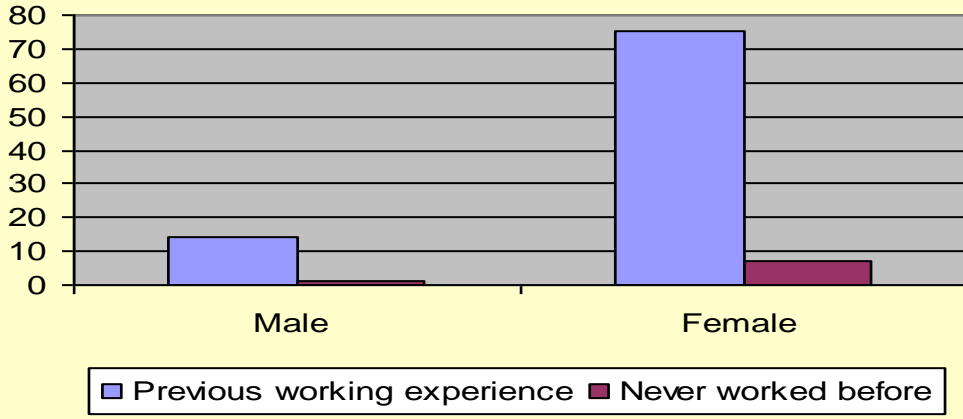


Table 5: Employers' Order – \Vacancies (2007-08)

Type of Job	2007	2008
Maid and related housekeeping	29	43
Cooks, Waiter and Bartender	05	03
Butler	-	01
Office Attendant	03	03
Clerk, Typist, Receptionist	05	-
Gardener	-	01
Drivers	02	-
Florist	-	01
Cleaner	03	01
Security Guard	01	-
Cashier	02	-
Store Clerk	02	-
Packer	-	03
Nursing Aid	-	01
Total	52	57

Table 6: Job placement (2007-08)

Occupation	2007	2008
Maids & Related Housekeeping	13	16
Clerical	01	-
Cook, Waiters and Bartender	02	-
Shop Assistant & Related	01	01
Office Attendant	03	01
Florist	-	01
Cleaner	03	01
Nursing Aid	-	01
Total	23	21

Canada/Caribbean Seasonal Agricultural Workers Programme 2007/2008

Table 7: Workers participation (2007-08)

Year	No. Requested	No. New Men	Total
2007	199	25	224
2008	199	27	226

Source: Labour Department

Table 8: Compulsory savings (2007-08)

Year	CAN\$	EC\$
2007	338,568.84	899,913.82
2008	279,430.06	613,376.92
Total	617,998.90	1,513,290.70

Source: Labour Department

Although there was a very slight increase in the total number of seasonal agricultural workers, the total compulsory savings for 2008 dropped significantly by approximately thirty-two percent (32%) over the previous year.

One of the reasons for the significant drop in compulsory savings was attributed to the fact that several farmers production fell due to poor weather conditions which resulted in crop spoilage. As a result, working hours were reduced and there were also times when the workers could not work at all.

Work Permits

Table 9: Work Permits Applications (2007-08)

Year	No. of Applications	No. Granted	Male	Female
2007	423	381	312	69
2008	344	341	235	106

Source: Prime Minister's Office

The number for approved work permits continued to be dominated by male applications by more than two to one. The male: female ratio for all applicants in 2007 was 45:1 whereas in 2008, the ratio was 22:1.

In 2007 there was a ninety percent (90%) approval rate for all work permits applications received, whereas in 2008, the figures showed a ninety-nine percent (99%) approval rate.

In 2008 of the one hundred and sixteen (116) different areas of occupation, work permits were dominated by just eight particular occupations mainly Chefs, Engineers, Directors, Managers, Pilots, Teachers, Technicians and Spa Managers/ Therapist. These occupations accounted for one hundred and fifty three (153) applications or approximately forty-five percent (45%) of the total number of applicants. These occupations were also the dominant ones in 2007. However, there were significant decreases in the number of applicants for 2008 over 2007 in the following areas: Project Managers, Hotel Manager and Engineer.

As in previous years work permit applications by Non-Caricom nationals were received at a rate of more than 2:1 over Caricom national and with more male than female applications by a similar rate in both regions: Caricom and Non-Caricom.

Fig. 3: Work Permit Applications (2007-2008)

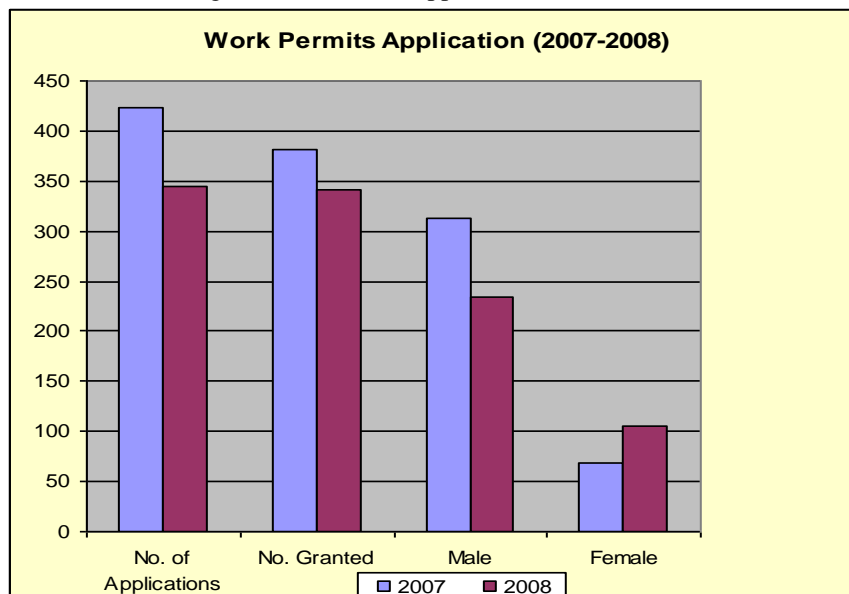


Table 10: Work permits by occupation of applicant (2007-08)

Occupation	2007	2008
Accountant	3	4
Accounts Clerk	1	1
Administrator	-	4
Architect	8	7
Artist	-	2
Asphalt Plant Operator	2	4
Barber	1	1
Beautician	-	1
Base Manager	-	1
Brew Master	1	-
Care Giver	-	2
Carpenter	7	2
Casino Hostess	1	-
Casino Manager	3	2
Chef	23	28
Chief Executive Officer	3	2
Chief Steward	1	1
Civil Engineer	6	2
Clinical Tutor	4	-
Compliance Officer	-	1
Commercial Credit Support	-	1
Concrete Structure Supervisor	9	3
Construction Manager	7	9
Construction Worker	-	1
Consultant	-	1
Cook	1	4
Cosmotologist	1	1
Cost Controller	-	3
Dance Instructor	1	-
Data Entry Operator	1	-
Dental Surgeon	1	-
Dentist	2	2
Director	8	19
Director of Security	-	1
Dive Instructor	1	-
Doctor	-	1
Driller	-	1
Driver	1	-

Occupation	2007	2008
Electrical Supervisor	1	-
Electrician	2	2
Engineer	30	22
Equestrian Center Manager & Riding Instructor	-	1
Executive Housekeeper	1	3
Financial Controller	6	5
Fire Safety Chief	-	1
Florist	1	1
Food & Beverages Manager	10	5
Glazer	1	-
Golf Course Shaper/Superintendent	1	-
Golf Professional	-	4
Gym Instructor	1	1
Hair Stylist	-	2
Heavy Equipment Operator	8	3
Hostess	-	1
Hotel Manager	15	3
House Manager	2	3
Human Resource Manager	3	1
Interior Designer	1	1
IT Manager	2	4
IT Technician	4	-
Joiner	2	6
Land Planner/Design Assistant	1	-
Landscaping Consultant	3	2
Lineman	2	3
Logistics Director	1	1
Maintenance Manager /Supervisor	5	4
Maintenance Technician	2	1
Manager	23	21
Marketing Manager	-	1
Marketing Officer	-	1
Mason	-	2
Masseuse /	2	-
Mechanic	10	5
Metal/fibre glass Specialist	-	1
Nutritionist	-	1

Occupation	2007	2008
Operator	-	4
Personnel Assistant	1	-
Physiotherapist	3	1
Pilot	8	12
Plumber	6	6
Production Officer	1	-
Programmer	-	1
Project Manager	35	9
Purchasing Manager	1	3
Quarry Supervisor/Blaster	2	1
Restaurant Manager	7	2
Sailing Instructor	2	-
Roof Specialist	-	5
Room Amenities	-	1
Sales Clerk	1	2
Sales Manager	2	2
Sculptor	7	-
Seamstress Supervisor	2	1
Secretary	1	-
Security Controller	1	1
Security Officer	1	-
Site Agent	2	5
Soil Technician	-	2
Spa Manager/Spa Therapist	12	10
Superintendent (Construction)	1	-
Supervisor	5	6
Surveyor	7	5
System Administrator	2	-
Teacher / Tutor	11	12
Technician	17	11
Tennis Professional	1	1
Trainers in Antique furniture	-	1
Translator	4	2
Valet	1	1
Veterinarian	-	1
Waitress	2	-
Welder	3	-
Woodwork Specialist	-	7
Yoga Instructor	-	2

Source: Prime Minister's Office

Table 11: Work permits issued by Industry Nationality and sex (2007-08)

Industrial Classification	2007						2008					
	Caricom			Other Countries			Caricom			Other Countries		
	M	F	T	M	F	T	M	F	T	M	F	T
Professional, Technical and related workers	59	12	71	92	11	103	21	8	29	48	28	76
Administrative/Managerial workers	08	01	09	23	05	28	14	7	21	48	31	79
Sales and Marketing workers	02	01	03	08	-	08	-	2	2	2	2	4
Service Workers	09	08	17	55	26	81	7	6	13	28	8	36
Production and related workers	-	02	02	05	02	07	4	-	4	4	11	15
Clerical and related workers	01	-	01	02	01	03	-	1	1	-	-	-
Construction transport operators and labourers	18	-	18	30	-	30	36	-	36	23	2	25
Total	97	24	121	215	45	260	82	24	106	153	82	235

Source: Prime Minister's Office. The Classification follows ISIC system.

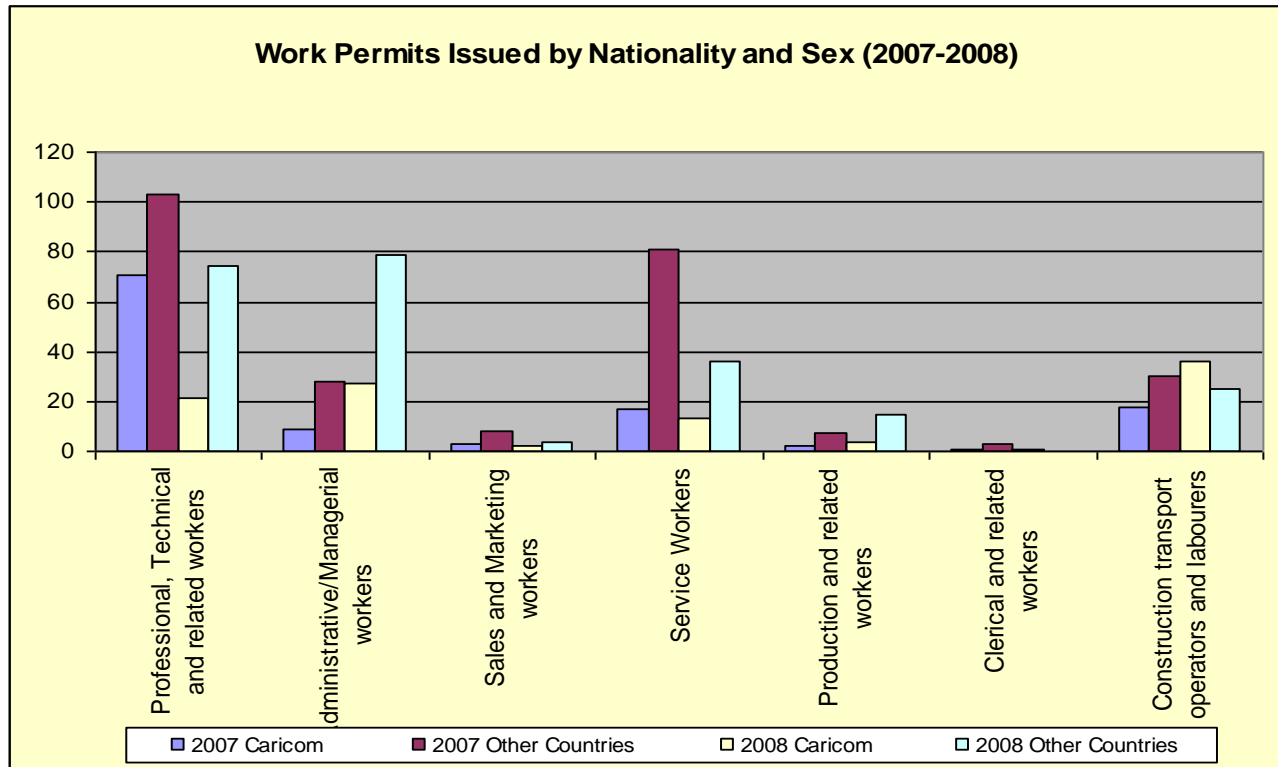


Fig.4: Work permits issued by classification and nationality (2007-2008)

LABOUR INSPECTORATE AND INDIVIDUAL COMPLAINTS

Individual Complaints

In relation to the Minimum Wage Regulation by sectors, there was a more than marginal drop in the number of complaints in 2008 over the corresponding year. The figures show an overall decrease of nineteen percent (19%), led by Security with seventy-four percent (74%), followed by Government with seventy-three percent (73%) and Professional with sixty-five percent (65%) rounding out the top three sectors. However, there was an increase in the individual complaints that were recorded. In the Domestic sector fifty-six percent (56%), others (not covered) fifty-seven percent (57%) and Agriculture forty percent (40%).

There were steady declines over the last three years in the Shop Assistant and Government Sectors.

Table 12: Individual Complaints – Minimum Wage Regulations (2007-08)

Wages Regulations	No. of Complaints	
	2007	2008
Agriculture	05	7
Domestic	09	14
Government	11	3
Hotel	32	25
Industrial	69	61
Others (not covered)	07	11
Professional	17	6
Security	23	6
Shop Assistant	60	55
Total	233	188

Source: Labour Department record of individual complaints

Fig.5: Individual complaints as per wage regulations (2007-08)

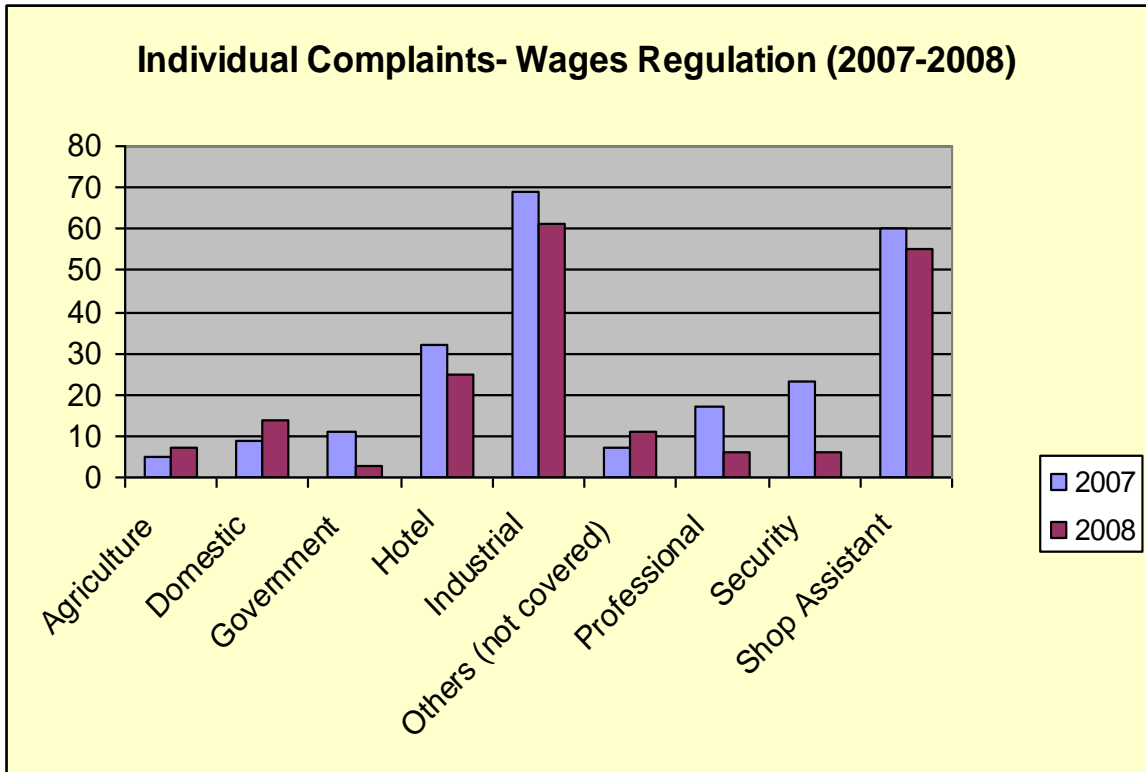


Table 13: Individual Complaints by Sector (2007-2008)

Sector	No. of Complaints	
	2007	2008
Agriculture and Fishing	05	07
Construction	33	36
Electricity, Gas and Water	-	05
Finance, Insurance and Real Estate	06	03
Government Service	11	03
Hotels and Guest Houses	32	23
Restaurants and Bars	17	28
Manufacturing	19	03
Transportation and Communication	22	10
Wholesale and Retail Trade	43	22
Domestic	09	14
Other Services	13	20
Security	23	14
Total	233	188

The Restaurant and Bar Sector recorded the highest percentage increase in individual complaints of some sixty-five percent (65%). This was followed by the Domestic fifty-six percent (56%), Other Services fifty-four percent (54%), Agriculture and Fishing forty percent (40%), and Construction nine percent (9%).

In 2008 there were significant decreases in the following sectors: Wholesale and Retail Trade forty-nine percent (49%), Transportation and Communication fifty-five percent (55%), and Manufacturing eighty-four percent (84%).

Fig.6: Individual complaints by sector (2006-07)

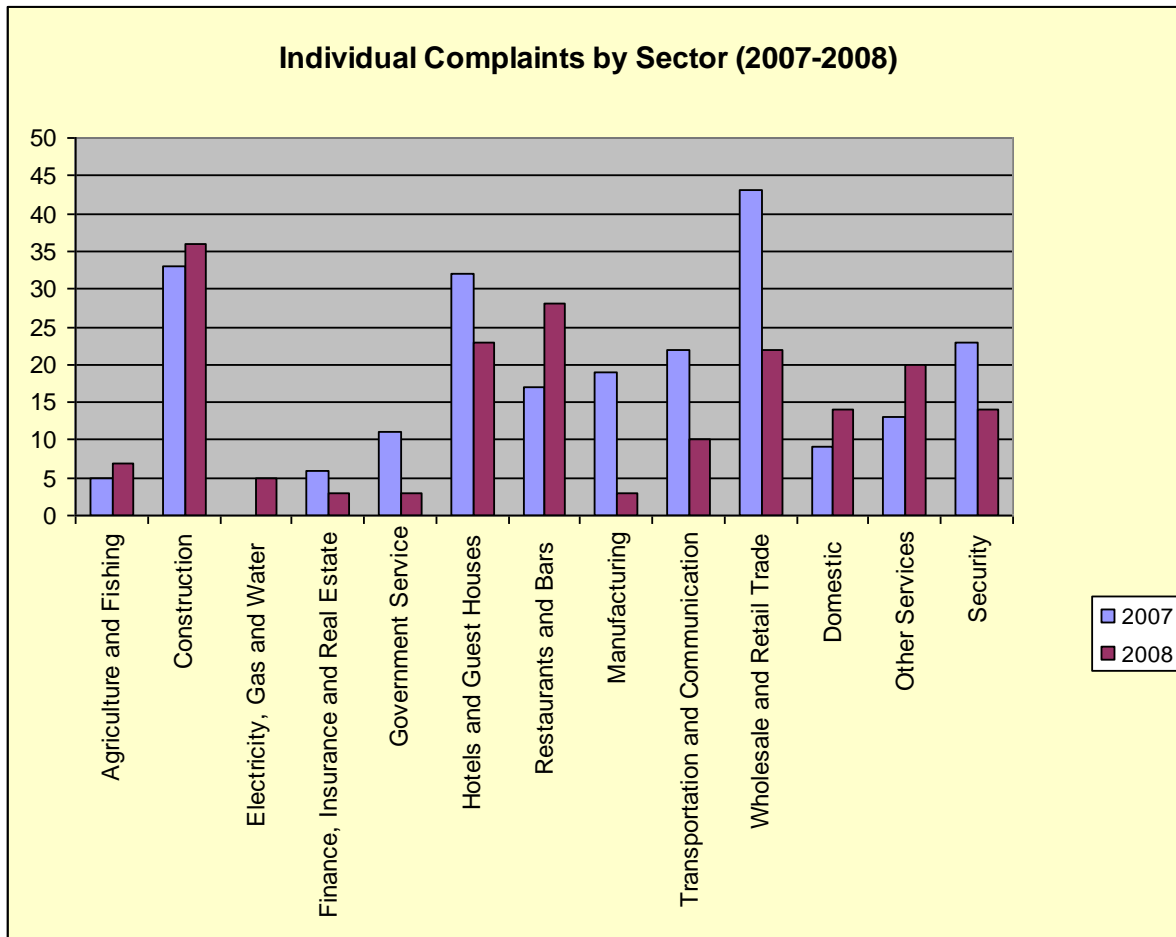


Table14: Main causes of Individual Complaints (2007-2008)

Year	Non Payment Wages/ Salaries	Unfair Dismissal/ Redundancy (Claim for Severance Pay)	Non-Payment Vacation and Sick Leave	Total
2007	53	109	44	233
2008	52	33	44	188

In 2007 Unfair Dismissal/Redundancy (claims for severance pay) was the leading cause of individual complaints. This trend continued in 2008.

Work Place Inspection

Table 15: Inspection visits by Industry (2007-2008)

Sector	2007	2008
Wholesale and Retail Trade	-	23
Hotel	-	24
Industrial:		
• Construction	01	-
• Bakeries	04	05
• Manufacturing	12	-
• Mariner		
Office of Professionals		1
Total	17	53

In 2007 the Department of Labour continued to experience administrative difficulties which affected the carrying-out of a sufficient number of workplace inspection visits. As a result, seventeen (17) workplaces were inspected from the industrial sector only.

In 2008 however, three more sectors were included for inspection: wholesale and Retail Trade, Hotel, and offices of Professionals and a total of fifty-three (53) inspections were carried out, which represented an increase of over two hundred 200%.

Table 16: Employment Injury Cases (2007-2008)

<i>Industry Class</i>	<i>2007</i>			<i>2008</i>		
	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>
Agriculture, Hunting & Forestry	01	0	01	1	0	1
Construction	93	111	204	167	71	238
Electricity, Gas & Water	04	0	04	15	1	16
Financial Intermediation	05	0	05	3	0	3
Fishing	0	0	0	0	0	0
Health	06	0	06	12	0	12
Hotels/restaurants	17	04	21	46	1	47
Manufacturing	17	05	22	55	2	57
Mining & Quarry	03	0	03	1	0	1
Other Community & Social Activities	01	0	1	16	2	18
Private House-holds	04	0	04	6	0	6
Public Administration	23	03	26	16	1	17
Real Estate, Renting & Business	01	0	01	12	2	14
Transport, Storage & Communication	07	02	09	52	2	54
Wholesale & Retail Trade	12	01	13	26	3	29
Total	194	126	320	428	84	513

Source: National Insurance Services

Employment Injury

In 2008, five hundred and thirteen (513) employment injury cases were reported, an increase of sixty percent (60%) when compared to 2007. The approval rating for that same year was eighty-three percent (83%) when compared to 2007 which had a rate of sixty-one percent (61%).

For the fifth consecutive year, the number of injury cases reported was dominated by the construction sector. It was followed by the Manufacturing, Transport, Storage, & Communication, Hotels/Restaurants, and, Wholesale & Retail Trade in that order. In 2007 the rate of approval of cases within the Construction Sector was forty six percent (46%). This rose to seventy percent (70%) in 2008. All other sectors recorded an approval rate of eighty-five percent (85%) or higher in 2008.

Table 17: Decisions of Hearing Officer (2007-2008)

Year	Termination unfair/ Severance pay awarded	Termination fair/ No Severance pay awarded	Financial Settlement
2007	16	2	2
2008	14	7	3

Table 18: Individual Disputes Adjudicated by the Hearing Officer by Sector (2007-08)

Year	No of cases	Agri	Comm	Dom	Elec	Hot	FI	Ind	Prof	Sec	W/R
2007	20	-	1	1	-	3	1	7	1	3	3
2008	24	1	3	-	2	10	3	1	1	-	3

Agri: Agriculture Workers

Comm: Communication

Dom: Domestic Workers

Elec: Electricity Gas and water

Hot: Hotel Workers

FI: Financial

Ind: Industrial Workers

Pro: Workers in offices of Professionals

Sec: Security

W/R: Wholesale and Retail

The number of individual disputes adjudicated by the Hearing Officer increased by twenty (20%) percent in 2008 over the previous year. In 2008, disputes from the Hotel Sector accounted for forty-two (42%) percent, with twelve (12%) percent each from Communication, Financial and Wholesale & retail Sectors. In 2007, the Industrial Sector recorded the highest percentage of disputes with thirty-five (35%) percent which was followed by the Security, Wholesale & Retail and Hotel Sectors with fifteen (15%) percent each.

Fifty-eight (58%) percent of the disputes in 2008 were for unfair termination of employment, which showed a decreased by thirteen (13%) percent from the previous year. However, there was an increase of 5 individual cases of fair termination of employment.

Table 19: Tribunals Decisions (2007-2008)

Year	No. of Appeals	Decision		
		Hearing Officer decision upheld	Dismissal Fair	Pending
2007	12	9	2	1
2008	8	5	2	1

In 2008 there was a reduction by thirty-three (33%) percent of the number of appeals that were referred to the Tribunal. Sixty-three (63%) percent of the cases resulted in the Hearing Officer's decisions being upheld. That showed a decrease when compared to the seventy-five (75%) percent of the cases similarly upheld in 2007.

Table 20: Tribunal Decision by Sector (2007-2008)

Year	No of cases	Agri	Comm	Elec	Hot	FI	Ind	Prof	Sec	W/R
2007	12	-	2	1	3	2	2	-	1	1
2008	8	1	3	2	-	1	1	-	-	-

Agri: Agriculture Workers

Comm: Communication

Elec: Electricity Gas and water

Hot: Hotel Workers

FI: Financial

Ind: Industrial Workers

Pro: Workers in offices of Professionals

Sec: Security

W/R: Wholesale and Retail

Table 21: Monies collected at the Department of Labour in Settlement of Dispute (2007-2008)

Year	Agri	Dom	Hot	Ind	Mis	Prof	Sec	W/R	Total
2007	200.00	2,254.49	33,823.19	52,975.35	7,154.08	2,677.69	2,101.93	22,658.00	123,844.73
2008	2,150.00	270.00	16,279.69	14,031.51	1,776.52	2,532.79	-----	28,470.08	65,498.59

Agri: Agriculture Workers

Dom: Domestic Workers

Hot: Hotel Workers

Ind: Industrial Workers

Mis: Miscellaneous

Pro: Workers in offices of Professionals

Sec: Security Workers

W/R: Wholesale and Retail Trade

The decrease in the amount of monies collected in 2008 was in keeping with the lower number of settlement disputes recorded in 2008 over 2007. The total amount for both years included all monies collected by way of settlements made by Labour Officers.

In 2007, of the total amount collected, \$60,842.97 were monies collected outside of the decisions of the hearing officer and tribunal. This compares to \$50,075.54 in 2008.

Table 22: Wages/Salary Sample – selected categories (2008)

Category	Wage/Salary Range		
	Daily	Weekly	Monthly
	\$	\$	\$
Wholesale/Retail			
Sales Clerk		150 - 225	
Salesman		150 – 200	
Cashier		175 – 255	
Packers		125 – 150	
Cleaners		125 – 175	
Porters		150 - 175	
Messengers/Office			
Attendants		125 – 180	
Supervisors		200 - 250	
Office Staff			
Clerks			600 – 1000
Typists			600 – 950
Secretaries			750 – 1000
Drivers			
Hotels *			
Accountant			2000 – 3500
Accounts Clerk			900 – 2500
Dishwasher			500 – 600
Waiter			600 – 800
Waitress			600 – 800
Head Waiter			600 – 900
Bartender			600 – 1200
Laundry			450 – 900
Chef			1300 – 3000
Cook			700 – 1500
Receptionist			600 – 1240
Manager			3000 – 5500
Gardener			525 – 750
Housekeeping			600 – 700
Kitchen Helper			500 – 700
Supervisors			800 – 1900
Maintenance			800 – 1900
Security			700 - 900
Construction			
Carpenters	50 – 125		
Masons	65 - 125		

Category	Wage/Salary Range		
	Daily	Weekly	Monthly
	\$	\$	\$
Labourers	40 – 60		
Painters	60 – 90		
Brick/Tile Layers	80 – 125		
Plumbers	80 – 100		
Steel Workers	60 – 100		
Electrician	50 – 90		
Mechanics	50 – 125		
Welders	75 – 125		
Timekeepers	45 – 75		
Drivers	55 – 80		
Heavy Equipment Operators			
Watchmen	75 – 125		
Draftsmen	40 – 60		900 – 2500
Supervisors/Foremen			2380 – 2700
Engineers			3000 – 4500
Bakeries			
Bakers		240 – 300	
Oven men		240 – 300	
Packers		125 – 175	
Drivers		240 – 300	
Cashiers		175 – 200	
Salesmen		150 - 225	
Security Workers			
Guards			
Cash In Transit Guards			720 – 900
Supervisor			900 – 1100
Vault Cashier			1200 – 1400
			1000 - 1100

* Basic Salary (Service Charge not included)

TRADE UNIONS

With respect to the membership of the eight (8) trade union organisation five (5) recorded increases, two (2) registered decreases and one remained unchanged in 2008. There were mixed reviews for the four major unions.

The CTAWU continues to be the dominant trade union with forty-one percent (41%) of the total trade in 2008 union membership. The Public Service Union (PSU) with twenty-five percent (25%) and the St. Vincent and the Grenadines Teachers Union (SVTU) with nineteen percent (19%) were the other two unions with significant numbers.

Two of the major unions experience declines in their membership in 2008. The National Workers Movement (NWM) had decline of eleven (11%) percent and the SVTU, nine percent (9%). The membership of the Student Nurses Union remained unchanged. Although the total membership of the NWM fell, that Union had an increase in female members by sixteen percent (16%).

However, the unions with the largest percentage increases in membership in 2008 were among the smaller union organisations such as the SVG Medical Association with three hundred and twenty-seven percent (27%) and the LIAT Workers Union forty-three (43%) percent.

Table 23: Trade Unions Financial Membership (2007-08)

Union	2007			2008		
	Male	Female	Total	Male	Female	Total
Commercial, Technical & Allied Workers Union	1331	671	2002	1491	832	2323
National Workers Movement	393	62	455	331	72	403
Public Service Union	552	712	1264	616	792	1408
St. Vincent Union of Teachers	386	787	1173	328	744	1072
Student Nurses Union	2	63	65	2	63	65
Nurses Union	8	180	188	12	191	208
LIAT Workers Union	23	12	35	26	24	50
SVG Medical Association	11	19	30	65	63	128
Total	2690	2488	5212	3287	2365	5657

Source: Trade Unions membership registers

Fig.7: Trade Union Financial Membership (2007-08)

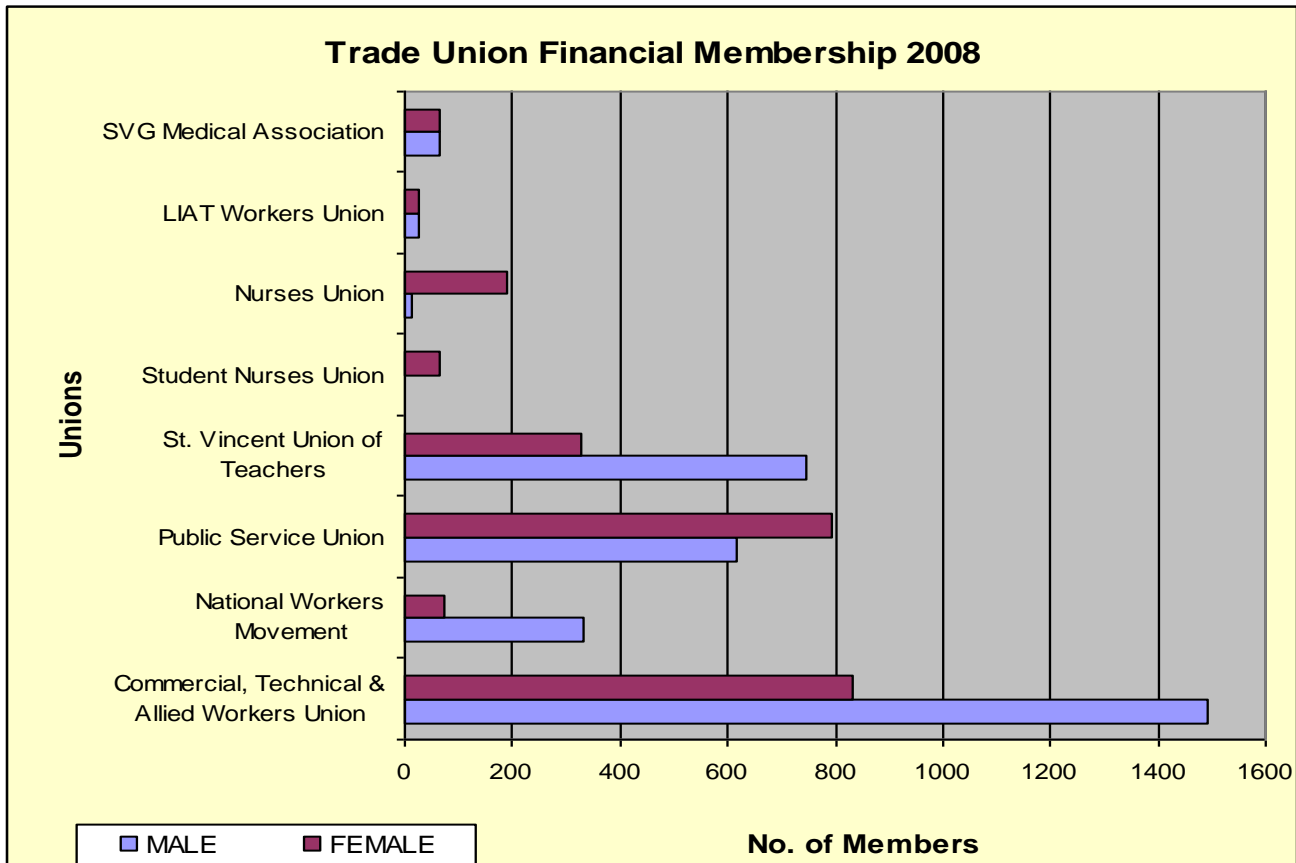
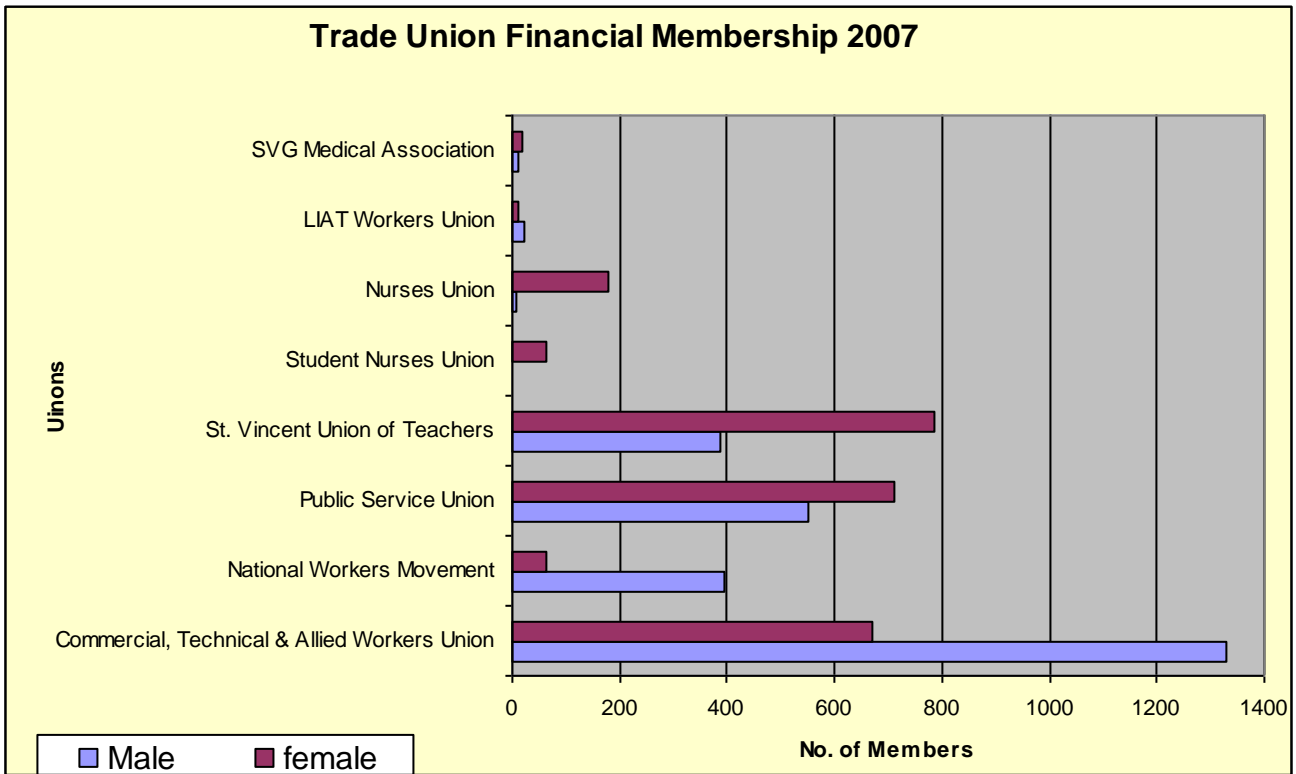


Table 24: Trade Union Membership by Sector (2007-08)

Sector	2007			2008			Establishments covered
	Male	Female	Total	Male	Female	Total	
Public Service	455	615	1070	507	693	1200	Monthly paid civil servants
Teachers' Union,	386	787	1173	744	328	1072	Teachers Government Schools
Student Nurses Union	2	63	65	2	63	65	Student Nurses
Nurses Union	8	180	188	12	191	203	Nurses
SVG Medical Association	11	19	30	65	63	128	Government doctors
Electricity, Gas, Water and Sanitary Service	283	50	333	274	50	324	Vinlec, Sol, CWSA, Sanitation workers, Solid Waste, Petrol Stations
Transport, Storage and Communication	843	362	1205	1149	441	1590	Min. Transport, LIAT Workers, WIBDECO, GESCO, Cable & Wireless, NBC Radio, Port Authority, St. Vincent Shipping, St. Vincent Postal Corporation
Manufacturing	157	14	171	137	16	153	Bottlers, ECMI, ECGC, Brewery, St. Vincent Distillers St. Vincent Corrugated
Agriculture Land, Forestry Hunting and Fishing	46	51	97	141	79	220	Ministry of Agriculture, Surveys Dept., St. Vincent Banana Growers Assn. National Fisheries
Wholesale and Retail	34	34	68	30	31	61	Food City, Courts
Financial Institutions	65	163	228	69	131	200	FCIB, NCB, GECCU, KCCU, RBTT
Community Services	136	199	335	116	175	291	Government institutions, vector
Security	4	6	10	-	-	-	Guardsman
Other Services	9	25	34	21	55	76	

CWSA – Central Water and Sewerage Authority

ECGC – East Caribbean Group of Companies

ECMI – East Caribbean Metal Industries

FCIB – First Caribbean International Bank

NCB – National Commercial Bank

GECCU - General Employees Co-operative Credit Union
KCCU -Kingstown Co-operative Credit Union
RBTT - RBTT Bank Caribbean Limited

Table 25: Collective Agreements in force (2007-08)

Establishment	Trade Union
1. Bottlers (St. Vincent) Ltd.	CTAWU
2. Cable & Wireless (W.I) Limited	CTAWU
3. CCYY	NWM
4. Central Water and Sewerage Authority	CTAWU
5. COURTS	CTAWU
6. East Caribbean Group of Companies Limited	NWM
7. East Caribbean Metal Industries Limited	NWM
8. First Caribbean Bank Intl	CTAWU
9. General Employees Co-operative Credit Union	CTAWU
10. General Equipment Services Corporation (GESCO)	CTAWU
11. Government daily paid and minor salaried workers – Ministry of Transport, Ministry of Health, Ministry of Agriculture & Lands	CTAWU
12. Kingstown Co-operative Credit Union	CTAWU
13. Lewis Punnett Home	NWM
14. Marriaqua Petroleum Co-operative Society	CTAWU
15. Ministry of Transport (Artisans)	PSU
16. National Commercial Bank (SVG) Limited	CTAWU
17. NBC Radio 705	PSU
18. Port Authority	NWM
19. RBTT Bank Caribbean Ltd.	CTAWU
20. SOL Caribbean Limited	CTAWU
21. St. Vincent Brewery	NWM
22. St. Vincent Corrugated Container	CTAWU
23. St. Vincent Distillers	CTAWU
24. St. Vincent Electricity Services	NWM
25. Food City	CTAWU
26. St. Vincent Shipping Association	NWM
27. St. Vincent Teachers Union	SVUT
28. UWI School of Continuing Studies	CTAWU
29. Vector Control	NWM

Table 26: Revised Collective Agreements negotiated in 2007-08

Establishment	Trade Union	Duration of Agreement	Wage/Salary % Increase		
Central Water and Sewerage Authority	CTAWU	Jan 06- Dec 08	4.5%	3%	2.5%
St. Vincent Port Authority	NWM	Jan 06-Dec 08	4%	3%	3%
Agriculture Input Warehouse	CTAWU	Jan 06-Dec 08	5%	5%	5%
Vector Control	NWM	Jan 06 – Dec 08	5%	5%	5%
St. Vincent Postal Corp.	CTAWU	Jan 06-Dec 08	4.5%	5%	5%
Government Daily Paid	CTAWU	Jan 06-Dec 08	5%	5%	5%
St. Vincent Corrugated Containers	CTAWU	Jul 06- Jun 09	2%	3%	3%
Richardson Motors	CTAWU	Sept 06-Aug 08	Hourly rate increase of 8% and 14% year 1 second year to be negotiated		
Cable & Wireless	CTAWU	Oct 06- Oct 08	5%	5%	
Lewis Punnett	NWM		4%		4%
Kingstown Co-operative Credit Union	CTAWU	Jan 07 – Dec 09	4%	4%	
RBTT Bank	CTAWU	Mar 07 – Feb 09	4%	4%	4%
UWI School of Continuing Studies	CTAWU	Aug 07 – Jan 10	5%	6%	3% *

*** To be revised**

One new collective agreement was added in 2007-2008 from the 2006-2007 figures. Twenty-nine (29) agreements remained in force (table 25) with thirteen of them being revised.

In terms of the general workers union, the Commercial, Technical and Allied Workers Union (CTAWU) has the highest number with seventeen (17) collective agreements. The NWM has (9); the PSU two (2) and the SVUT one (1).

The CTAWU negotiated ten (10) of the thirteen (13) revised Collective Agreements. The trend with reference to wage/Salary increase for the period under review for unionized as well as non-unionized establishments was in the range of two percent (2%) to five percent (5%) increase.